

## Information on executive corporate officers' compensation components

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Following the recommendations of its Compensation Committee, the Board of Directors at its meeting on February 15, 2017 decided, in particular, to set the compensation (fixed and variable parts) of Gilles Michel in his capacity as Chief Executive Officer.

### ▪ Fixed compensation

The annual gross salary of Gilles Michel remains unchanged for 2017 at €800,000.

### ▪ Variable compensation

*2016 variable compensation:* after measuring the achievement by Gilles Michel of the economic performance and specific criteria established for 2016 (see former publication dated February 15, 2016), the Board set the amount of his variable compensation for that year at €870,144 i.e. 108.80% of his annual fixed compensation. This sum results from the application to the resulting amount according to the achievement of the economic performance targets of the maximum coefficient of 1.20 that reflects the quality of the achievement by Gilles Michel of his specific goals.

*2017 variable compensation:* the performance criteria selected by the Board for 2017 relate to the achievement of financial goals, of the same kind as those selected for 2016 (net income from current operations, free operating cash flow and return on capital employed), as well as specific goals (relating to the Group's strategy, its organic and external growth, its internal transformation programs and workplace safety). The confidential nature of these goals does not allow their full publication.

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*The world leader in mineral-based specialty solutions for industry, with €4.2 billion revenue and close to 16,000 employees, Imerys delivers high value-added, functional solutions to a great number of sectors, from processing industries to consumer goods. The Group draws on its knowledge of applications, technological expertise and its material science know-how to beneficiate its mineral resources, produce synthetic minerals and develop formulations. These contribute essential properties to customers' products and performance, including refractoriness, hardness, conductivity, opacity, durability, purity, lightness, filtration, absorption and repellency. Imerys is determined to develop responsibly, in particular by fostering the emergence of environmentally-friendly products and processes.*

*More comprehensive information about Imerys may be obtained from its website ([www.imerys.com](http://www.imerys.com)) under Regulated Information, particularly in its Registration Document filed with the Autorité des marchés financiers on March 17, 2016 under number D. 16-0153 (also available from the Autorité des marchés financiers website, [www.amf-france.org](http://www.amf-france.org)). Imerys draws the attention of investors to chapter 4, "Risk Factors and Internal Control", of its Registration Document.*

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| <p><u>Analyst/Investor relations:</u><br/>Vincent Gouley - + 33 (0)1 49 55 64 69<br/><a href="mailto:finance@imerys.com">finance@imerys.com</a></p> | <p><u>Press contacts:</u><br/>Vincent Gouley - + 33 (0)1 49 55 64 69<br/>Philémon Tassel - + 33 (0)6 30 10 96 11<br/>Sarah Fornier - + 33 (0)7 87 40 83 50</p> |
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